

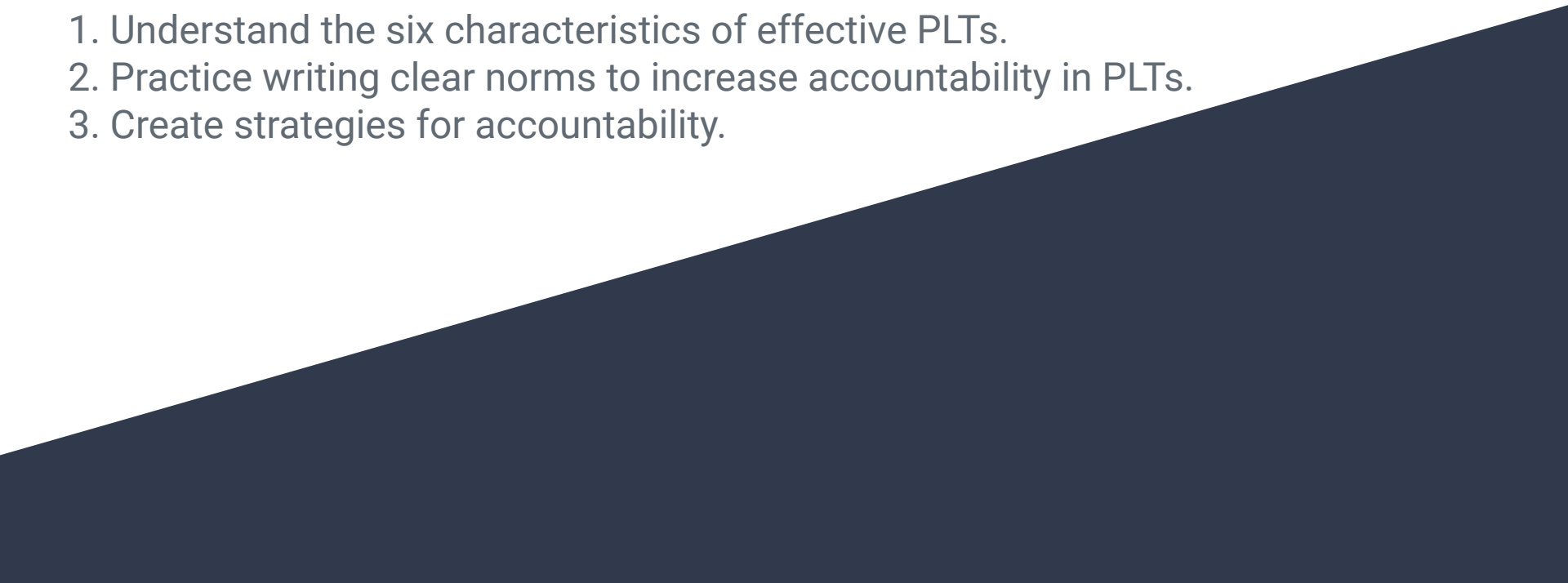
# PLT Professional Development

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# Learning Outcomes

The learner will...

1. Understand the six characteristics of effective PLTs.
  2. Practice writing clear norms to increase accountability in PLTs.
  3. Create strategies for accountability.
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# 1. Shared Mission, Vision and Goals

- All focused on Student Learning

- Clearly understood by all
- Mission must become actions
- Practices, policies and procedures aligned to school mission, vision, and goals



## 2. A Collaborative Culture with a Focus on Learning

- Start by building community
- Teams must be both productive and healthy
- Hold each other accountable for established norms
- Consistently ask 4 PLT questions
  - What do we want to know and do? How will we know when we know it? What if we don't know? What if we have already learned it?



### 3. Collective Inquiry into Best Practice and Current Reality

- Question the status quo
- Clarifying questions to explore together
- Seek and test new methods of teaching and learning
- Reflection of current practices
- Require shared dialogue



## 4. Action Orientation: Learning by Doing

- Turn learning into action
- Engage in the testing of new ideas
- Use of the growth mindset to continuously improve group efforts



# 5. A Commitment to Continuous Improvement

- Review a variety of student data consistently
- PLTs always responding appropriately to new data
- Shared vision for student success and a commitment to that vision
- Assess effectiveness of PLT regularly



# 6. Results Orientation

- PLTs focus on analyzing data to find a specific result
- PLT goals are oriented towards a specific outcome
- The results are measured which means that PLTs can reflect on how well they met their goal and ways to improve in the future





Create a Norm for each  
characteristic







- Examples
- Non Examples



# PLT NORMS

NAME

DATE

1 SHARED MISSION, VISION, VALUES, GOALS	2 COLLECTIVE INQUIRY	3 COLLAB. TEAMS FOCUSED ON LEARNING	4 ACTION ORIENTATION & EXPERIMENTATION	5 COMMITMENT TO CONTINUOUS IMPROVEMENT	6 RESULTS ORIENTATION
					
EXAMPLES OF EACH NORM					
NON-EXAMPLES OF EACH NORM					

What are some effective or creative ways to hold team members accountable for the norms?

# What does accountability look like?

“A team’s ability to confront and hold one another mutually responsible transforms stated agreements into true promises” (Erkens & Twadell, 2012, p. 33)

## Examples

- Confronting practices, behaviors, and beliefs that do not align with team values or norms
- Measurable goals and outcomes
- Honest feedback from accountability buddies
- Team quarterly reviews

## Non examples

- Acting passive-aggressively
- Getting angry and/or yelling
- Ignoring the problem
- Complaining to an administrator
- Agreeing to disagree

# Action Driven Agenda Example

**Discussion / Decision Summary:**

**Action Steps (week? Month? Qtr? Sem?):**

- 1.
- 2.
- 3.

**Person Responsible:**

- 1.
- 2.
- 3.

**Agenda Items for next meeting:**

- 1.
- 2.
- 3.

**Artifacts attached from this meeting:**

- 1.
- 2.
- 3.

**Date of next meeting:** \_\_\_\_\_

**Date feedback submitted:** \_\_\_\_\_

1

1st Action on  
Agenda is  
to check in on  
previous tasks/actions

2

Shared  
data tools  
ALL teachers  
shown  
in the same document

3

Reflections



Ways to Hold  
People Accountable

Its lit!

- Bring levity via "Norm"
- "Norm raters" → social contracts  $\nearrow$   $\frac{\text{exit tax}}{\text{share outs}}$
- Crucial conversations
- Admin accountability as last step?
- Ask questions

#WPLPHOLIDAYPARTY

- Showing empathy but being direct.
- State the facts
- We/Our language.
- "Catholic Guilt" - give them a fine reputation to live up to.
- Repeat offender  
↳ move up the chain - Dept. chair/AP
- Revisit Norms - to talk about the "why"



# Exit Ticket